

## Inclusion and Diversity Statement

The ACVVS under the auspice of the Uniting Church Merimbula acknowledges there is power and strength in the diverse backgrounds and life experiences people from different backgrounds bring. They help us challenge and expand our thinking. They help us grow and provide opportunities for our people.

We recognise that people from diverse backgrounds bring and share many skills, talents and world views that will help us to become great.

We welcome all people from diverse backgrounds including LGBTIQ+, people living with disability, people from culturally and linguistically diverse backgrounds, people from Aboriginal and Torres Strait Island communities and minority groups.

Our inclusive and diverse culture:

- Welcomes and values diverse people, thinking, approaches and experiences.
- Provides equitable access to resources and opportunities.
- Empowers people to actively engage and contribute.
- Ensures a safe and trusting environment to support all people.
- The language we use is inclusive and respectful.

We promise to ensure an environment that fosters inclusive behaviour, trust, and respect. A culture that encourages learning from each other and appreciating differences and recognising the strengths in our differences.

The ACVVS under the auspice of The Uniting Church Merimbula work culture is for people to be their authentic self, to be open and honest at work and find a sense of belong at work and all customers to be afforded the same level of acceptance, without judgement.